

The new APHIS training policy requires that each supervisor, manager and executive conduct a 360° assessment every five years. The individual's personal development is then based on the results of this assessment. The chart below lists a variety of 360° assessment instruments which can be used to identify individual strengths and development needs.

IF YOU ARE A/AN	YOU MAY WANT TO CONSIDER THE FOLLOWING 360° SURVEY	IT WILL COST (APPROX.)	YOU CAN COMPLETE THE SURVEY USING	TO REGISTER FOR AND PURCHASE THIS SURVEY	COACHING AND FEEDBACK ABOUT YOUR SURVEY RESULTS
SUPERVISOR	SkillScope The 98-item questionnaire takes about 30 minutes to complete. Results displayed graphically so supervisors can quickly identify their strengths and weaknesses.	\$155.00	Web site	info@leaders.ccl.org Telephone: 336-545-2810	Provided by APHIS Training and Development 301-734-4949
SUPERVISOR	20/20 Insight Gold Customized specifically for APHIS supervisors, this web-based 360° assessment provides insight and timely information about the individual's current performance. Feedback reports are provided highlighting areas of strengths and development gaps.	\$175.00	Web site Paper forms	www.dusenbury.com/2020_insight.htm Telephone: 703-448-0578	Provided by Organizational Assessment and Development, Inc. at no additional cost. In person (for individuals in the Washington, DC metro area) or by phone.
SUPERVISOR	DecisionWise Customized for APHIS supervisors, this 360° assessment instrument identifies skills, abilities, strengths, weaknesses and desired competencies from the perspectives of the employee, the supervisor, peers, direct reports and/or customers. The assessment identifies specific development options that can be used to address the identified needs.	\$125.00	Web site Paper forms	rachele@decwise.com Telephone: 800-830-8086 Rachele Simmering	Provided by DecisionWise for an additional \$400.00 for a 1-2 hour session Provided by APHIS Training and Development 301-734-4949

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SUPERVISOR	The Booth Company <i>Survey of Management Practices</i> provides 360 feedback on management skills compared to either federal government or private sector managers. Built on the Management Task Cycle® so that next steps are clearly identified. Complete developmental recommendations for each skill are also available on web or paper. Ask for a comparison to FEI's SES survey.	\$260.00	Web site Paper forms	www.boothco.com info@boothco.com Telephone: 800-332-6684	Provided by APHIS Training and Development 301-734-4949
SUPERVISOR	Leadership Effectiveness Inventory The LEI is a 360° assessment developed by OPM and revised by the Graduate School, USDA for assessing job strengths and development needs for federal government employees. The LEI assists individuals with planning their leadership development and helps organizations with their succession planning efforts.	\$365.00	Web site Paper forms Diskette	www.grad.usda.gov Course Code EVAL0113L Telephone: 202-314-3464	Provided by APHIS Training and Development 301-734-4949 Provided by Graduate School, USDA for an additional fee
MANAGER	Leadership Effectiveness Inventory The LEI is a 360° assessment developed by OPM and revised by the Graduate School, USDA for assessing job strengths and development needs for federal government employees. The LEI assists individuals with planning their leadership development and helps organizations with their succession planning efforts.	\$365.00	Web site Paper forms Diskette	www.grad.usda.gov Course Code EVAL0113L Telephone: 202-314-3464	Provided by APHIS Training and Development 301-734-4949 Provided by Graduate School, USDA for an additional fee

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MANAGER	20/20 Insight Gold Customized specifically for APHIS managers, this web-based 360° assessment provides insight and timely information regarding the individual's current performance. Feedback reports are provided highlighting areas of strengths and development gaps.	\$175.00	Web site Paper forms	www.dusenbury.com/2020_insight.htm Telephone: 703-448-0578	Provided by Organizational Assessment and Development, Inc. at no additional cost. In person (for individuals in the Washington, DC metro area) or by phone
MANAGER	SkillScope The 98-item questionnaire takes about 30 minutes to complete. Results displayed graphically so managers can quickly identify their strengths and weaknesses.	\$155.00	Web site	info@leaders.ccl.org Telephone: 336-545-2810	Provided by APHIS Training and Development 301-734-4949
MANAGER	The Booth Company <i>Leadership Competencies for Managers</i> provides 360 feedback on management and leadership skills compared to either federal government or private sector managers. Built on the Management Task Cycle® so that next steps are clearly identified, as well as development ideas for each skill. Comparison to FEI's SES survey is provided.	260.00	Web site Paper forms	www.boothco.com info@boothco.com Telephone: 800-332-6684	Provided by APHIS Training and Development 301-734-4949
MANAGER	DecisionWise Customized for APHIS managers, this 360° assessment instrument identifies skills, abilities, strengths, weaknesses and desired competencies from the perspectives of the employee, the supervisor, peers, direct reports and/or customers. The assessment identifies	\$125.00	Web site Paper forms	rachele@decwise.com Telephone: 800-830-8086 Rachele Simmering	Provided by DecisionWise for an additional \$400.00 for a 1-2 hour session Provided by APHIS Training and Development

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	specific development options that can be used to address the identified needs.				301-734-4949
EXECUTIVE	The Booth Company <i>Executive Leadership Survey</i> provides 360 feedback on strategic leadership and management skills compared to either federal government or private sector senior leaders. Built on the Executive Leadership Task Cycle®. Next steps are clearly identified. Complete developmental recommendations for each skill are also available on web or paper. Ask for a comparison to FEI's SES survey.	\$425.00	Web site Paper forms	www.boothco.com info@boothco.com Telephone: 800-332-6684	Provided by APHIS Training and Development 301-734-4949
EXECUTIVE	Leadership Effectiveness Inventory The LEI is a 360° assessment developed by OPM and revised by the Graduate School, USDA for assessing job strengths and development needs for federal government employees. The LEI assists individuals with planning their leadership development and helps organizations with their succession planning efforts.	\$365.00	Web site Paper forms Diskette	www.grad.usda.gov Course Code EVAL0113L Telephone: 202-314-3464	Provided by APHIS Training and Development 301-734-4949 Provided by Graduate School, USDA for an additional fee
EXECUTIVE	20/20 Insight Gold Customized specifically for APHIS executives, this web-based 360° assessment provides insight and timely information regarding the individual's current performance. Feedback reports are provided to the individual to	\$175.00	Web site Paper forms	www.dusenbury.com/2020_insight.htm Telephone: 703-448-0578	Provided by Organizational Assessment and Development, Inc. at no additional cost. In person (for individuals in the Washington DC

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	highlighting strengths and development gaps.				metro area) or by phone.
EXECUTIVE	DecisionWise Customized for APHIS, this 360° assessment instrument identifies skills, abilities, strengths, weaknesses and desired competencies from the perspectives of the employee, the supervisor, peers, direct reports and/or customers. The assessment identifies specific development options that can be used to address the identified needs.	\$125.00	Web site Paper forms	rachele@decwise.com Telephone: 800-830-8086 Rachele Simmering	Provided by DecisionWise for an additional \$400.00 for a 1-2 hour session Provided by APHIS Training and Development 301-734-4949
INTERNATIONAL LEADER	The Global Executive Leadership Inventory (GELI) The purpose of the Global Executive Leadership Inventory is to help leaders who are involved across cultures to evaluate their performance by considering the primary tasks implicit in their role. The 360° instrument is a 100-item assessment tool that measures leadership competencies in and between multiple cultures. Answers to the assessment tool are then compared to a database derived from a group of successful, international leaders.	\$200.00	Web site	www.geli.com sales@GELIonline.com Telephone: 866-888-5159 Fax: 719-548-1212	Provided by APHIS Training and Development 301-734-4949